

UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF NEW YORK

-----X
JONATHAN BLATT, MICHAEL FASCIANO, ALESANDRO :
FLORENTINO, JOSENNY HIDALGO, ESTEBAN ALCARAZ, :
KEVIN R. MARSHAL, MARK PORTELLI, ALI CHEIKHALI, :
and NASHEER NAIK, :

Plaintiffs, :

-v- :

CITY OF NEW YORK and LISETTE CAMILO, :

Defendants. :
-----X

16 Civ. 2168 (PAE)

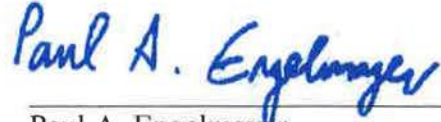
ORDER

PAUL A. ENGELMAYER, District Judge:

Plaintiffs have submitted to the Court the attached proposed order to show cause for a preliminary injunction and a temporary restraining order. The Court declines, pending a hearing on plaintiffs' application, to order such relief. The Court will instead hold a hearing on that application on Monday, March 28, 2016, at 4 p.m. in courtroom 1305 of the Thurgood Marshall United States Courthouse.

To facilitate briefing, the Court directs plaintiffs to serve the order to show cause, the complaint, and this Order on defendants by 5 p.m. today, and to file, forthwith, proof of such service on ECF. Defendants are directed to file a response on ECF by noon on Monday, March 28, 2016. A reply brief is not invited.

SO ORDERED.

A handwritten signature in blue ink that reads "Paul A. Engelmayer". The signature is written in a cursive style and is positioned above a horizontal line.

Paul A. Engelmayer
United States District Judge

Dated: March 24, 2016
New York, New York

**UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF NEW YORK**

JONATHAN BLATT, MICHAEL FASCIANO,
ALESANDRO FLORENTINO, JOSENNY
HIDALGO, ESTEBAN ALCARAZ, KEVIN R.
MARSHAL, MARK PORTELLI, ALI
CHEIKHALI, NASEER NAIK,

Plaintiffs,

-against-

THE CITY OF NEW YORK, LISETTE
CAMILO as Commissioner of the Department
of Citywide Administrative Services,

Defendants.

Civil Action No.

**ORDER TO SHOW CAUSE FOR
PRELIMINARY INJUNCTION AND
TEMPORARY RESTRAINING
ORDER**

PLEASE TAKE NOTICE, that upon the annexed declaration of Randolph M. McLaughlin, Esq. dated March 23, 2016; the declaration of Jonathan Blatt, dated March 23, 2016, and upon the complaint and the memorandum of law in support of plaintiff's motion for a preliminary injunction, both filed herein, it is

ORDERED, that the above named defendants show cause before this Court, at Room ____, United States Courthouse, 500 Pearl Street, in the City, County and State of New York, on ____, 2016, at ____ o'clock in the ____ noon thereof, or as soon thereafter as counsel may be heard, why an order should not be issued pursuant to Rule 65 of the Federal Rules of Civil Procedure enjoining Defendants, during the pendency of this action, from issuing any promotions of New York Police Department ("NYPD") sergeants to the rank of lieutenant based on a list of eligible candidates prepared in connection with the Promotion to Lieutenant

(Police) Examination (Exam No. 5535); and it is further

ORDERED, that sufficient reason having been shown therefore, pending the hearing on Plaintiffs' application for a preliminary injunction, pursuant to Rule 65, Fed. R. Civ. P., Defendants are restrained and enjoined from promoting any sergeants of the New York Police Department, who sat for the Promotion to Lieutenant (Police) Examination (Exam No. 5535), to the rank of lieutenant based on a list of eligible candidates prepared in connection with the exam; and it is further

ORDERED that personal service of this order and the supporting papers be made upon Corporation Counsel on or before _____ o'clock in the _____ noon, _____, 2016, shall be deemed good and sufficient service thereof.

Dated: New York, New York
March ____, 2016

United States District Judge

**UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF NEW YORK**

JONATHAN BLATT, MICHAEL FASCIANO,
ALESANDRO FLORENTINO, JOSENNY
HIDALGO, ESTEBAN ALCARAZ, KEVIN R.
MARSHAL, MARK PORTELLI, ALI
CHEIKHALI, NASEER NAIK,

Plaintiffs,

-against-

THE CITY OF NEW YORK, LISETTE
CAMILO as Commissioner of the Department
of Citywide Administrative Services.

Defendants.

Civil Action No.

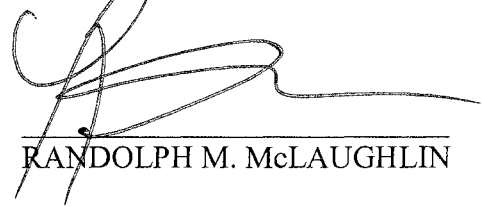
**DECLARATION OF RANDOLPH
M. McLAUGHLIN IN SUPPORT OF
PLAINTIFFS' MOTION FOR
PRELIMINARY INJUNCTION**

RANDOLPH M. McLAUGHLIN, declares under penalty of perjury that:

1. I am one of the attorneys for the plaintiffs herein and make this declaration in support of their motion for preliminary injunction.
2. Attached hereto as Exhibit 1 is the Declaration of Jonathan Blatt, with accompanying Exhibits, in support of the instant application.
3. No prior application for the relief sought herein has been made to this Court.
4. Plaintiffs bring on this motion or preliminary injunction by order to show cause due to the impending promotion of police sergeants, some of whom, cheated on the lieutenant's promotion exam. Accordingly, plaintiffs seek herein, a temporary restraining order pending the hearing on the motion for preliminary injunction to maintain the status quo.

Dated: New York, New York
March 23, 2016

Respectfully Submitted,



A handwritten signature in black ink, consisting of a large, stylized 'R' followed by a horizontal line and a small dot.

RANDOLPH M. McLAUGHLIN

EXHIBIT 1

**UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF NEW YORK**

JONATHAN BLATT, MICHAEL FASCIANO,
ALESANDRO FLORENTINO, JOSENNY
HIDALGO, ESTEBAN ALCARAZ, KEVIN R.
MARSHAL, MARK PORTELLI, ALI
CHEIKHALI, NASEER NAIK,

Plaintiffs,

-against-

THE CITY OF NEW YORK, LISETTE
CAMILO as Commissioner of the Department
of Citywide Administrative Services.

Defendants.

Civil Action No.

**DECLARATION OF JONATHAN
BLATT IN SUPPORT OF
PLAINTIFFS' MOTION FOR
PRELIMINARY INJUNCTION**

JONATHAN BLATT, declares under penalty of perjury that:

1. I am a named plaintiff in the aforementioned matter. I submit this Declaration in support of Plaintiffs' Motion for a Preliminary Injunction.
2. I have been employed as a police officer by the New York Police Department ("NYPD"), an agency of the City of New York (the "City") since July 8, 2008.
3. My position when I began my employment was Police Officer.
4. On or about August 29, 2013, I was promoted to sergeant.
5. On April 18, 2015, I took the Promotion to Lieutenant (Police) Exam (No. 5535) (the "Lieutenant Exam") administered by the Department of Citywide Administrative Services ("DCAS") for the City. Attached hereto as Exhibit A is the Notice of Examination ("Examination Notice") issued by DCAS in connection with the Lieutenant Exam.

6. I applied for the Lieutenant Exam on or about December 3, 2014, following the procedures set forth by DCAS in the Examination Notice and paying an application fee of \$101.00 and paid \$880 for preparatory courses. See Exhibit A.

Exam Conditions

7. I took the Lieutenant Exam on April 18, 2015 in Franklin Lane High School, located at 999 Jamaica Avenue in Queens.

8. The exam was composed of 120 multiple-choice questions to be answered on a Scantron sheet.

9. Upon information and belief, 20 of those questions were “research” questions and did not count towards the final grade calculation.

10. Upon information and belief, those “research” questions were randomly interspersed throughout the exam.

11. The time limit for the exam was six hours and forty-five minutes.

12. I took the exam in a room with approximately thirty (30) other test-takers.

13. I was not searched prior to entering the room.

14. The room contained approximately 30 individual desks.

15. There was one proctor who was stationed at a table at the front of the room.

16. Although the Examination Notice provided that test-takers were not permitted to bring electronic devices – including mobile telephones – into the facility, several other test-takers had mobile telephones in their possession during the exam.

17. Indeed, prior to the start of the exam, the proctor in my room expressly instructed anyone who had a telephone to turn it off.

18. During the exam, the proctor remained in the front of the room and did not walk around to observe the test-takers.

19. The proctor left the room several times during the exam, leaving the room unsupervised for several periods.

20. During the exam, the test-takers in the room were permitted to leave the room to use the rest room without having to sign out of the room or sign in upon their return.

21. While there were several proctors positioned in the hallways outside of the exam rooms, there were none inside the rest room.

22. On a trip to the rest room, I observed several people therein and heard whispering among them which appeared to be related to the ongoing exam.

23. In addition to the lax supervision, the exam was conducted under less-than-ideal conditions.

24. The windows of the room in which I took the exam were open throughout the exam and outside noises were noticeable throughout.

25. At one point, it seems that a marching band was conducting practice near the premises and their instruments were audible.

Protest Session

26. On or about May 13, 2015, I went to DCAS headquarters located at 1 Lafayette Street, Manhattan, and attended a “protest session” where I was provided with a copy of the Lieutenant Exam questions, a list of the answers I selected when I took the exam, and an answer key which contained a list of the official “correct” answers.

27. At a protest session, officers who took the Lieutenant Exam are permitted to protest any questions they think were erroneous.

28. Test-takers attending a protest session were advised that they are permitted to bring in certain documents to assist them in evaluating the questions such as their patrol handbook, operations orders, etc.

29. Test-takers attending protest sessions were allowed to confer during the session.

30. While test-takers attending a protest session are advised that they are not permitted to bring in any electronic devices, I was not searched prior to entering nor did I witness anyone else being searched.

31. Upon exiting the protest session, I was required to surrender the documents I received when I arrived.

32. However, the documents that I brought with me to the protest session, such as my patrol guide, were not reviewed nor inspected prior to my exit.

33. There was one DCAS employee present in the room during the protest session I attended but he remained at the front of the room rather than walking around to observe and exited the room several times, leaving the test-takers present unsupervised.

Make-Up Exam

34. Pursuant to the Examination Notice, sergeants who desired to take the Lieutenant Exam, but were precluded from doing so on April 18, 2015 for certain specified reasons, would be permitted to take a make-up test at a later date. See Exhibit A at 6.

35. Upon information and belief, the make-up session for the Lieutenant Exam was conducted on or about June 22, 2015 (the "Make-Up Date").

36. Upon information and belief, approximately 80 people took the exam on the Make-Up Date, compared to the approximately 2,400 who took it on the original date of April 18th.

Evidence of Cheating

37. According to NY1 News, out of the 2,400 sergeants that took the April 18, 2016 exam, 164 passed, about 6.8 percent. Of the 80 sergeants who took the makeup exam on or about June 22, 2015, 48 percent passed. (Attached hereto as Exhibit B, is the NY1 News article “NYPD Investigates Whether Some Sergeants Cheated on Promotions Exam” March 9, 2016).

38. Upon information and belief, the Lieutenant Exam questions and answers were circulated among several sergeants prior to the Make-Up Date via, among other methods, an online message board frequented by NYPD officers known as “Rising Star.”

39. Upon information and belief, there were multiple messages on Rising Star from persons claiming to have a list of the Lieutenant Exam questions. Attached as Exhibit C is a screenshot of one such message, dated May 18, 2015, in which the person who posted the message offers to send anyone the “exact wording” of “a specific question” on the Lieutenant Exam.

40. Attached as Exhibit D is a screenshot of a post on Rising Star, dated May 13, 2015, containing a photograph of the list of officially “correct” answers. This answer key matches the one I was provided at the protest session I attended.

41. Upon information and belief, some of the officers who took the exam on the Make-Up Date had prior knowledge of the questions and/or answers on the Lieutenant Exam and were given an advantage over those who took the exam on the original date.

42. Upon information and belief, that prior knowledge contributed to the substantially higher pass-rate for those who took the exam on the Make-Up Date.

43. Upon information and belief, the NYPD is currently conducting an investigation of the possible cheating and will assess how to respond if cheating is found to have occurred.

Eligible List

44. The Examination Notice provides that a score of 70% or higher constitutes a passing grade. See Exhibit A at 2.

45. Upon information and belief, sergeants who scored a 70% or higher on the Lieutenant Exam were placed on a list of officers eligible to be promoted to lieutenant (the “Eligible List”).

46. Upon information and belief, sergeants are ranked on the Eligible List based on their score on the Lieutenant Exam and are promoted in descending numerical order.

47. Upon information and belief, the Eligible List currently contains sergeants who may have cheated on the Lieutenant Exam.

48. Upon information and belief, officers on the Eligible List will begin being promoted on or about March 29, 2016.

49. Allowing officers who cheated (and have thus not shown to be qualified) to be promoted to lieutenant could endanger the lives of police officers working under them and the public at large.

50. Accordingly, I, individually, and on behalf of the proposed class, am requesting an Order from this Court enjoining the NYPD from issuing any promotions based on the results of the Lieutenant Exam, and the resulting Eligible List, until the investigation of the cheating allegations is completed.

Dated: New York, New York
March 23, 2016

Respectfully Submitted,



JONATHAN BLATT

Exhibit A



BILL DE BLASIO
Mayor

STACEY CUMBERBATCH
Commissioner

THE CITY OF NEW YORK
DEPARTMENT OF CITY-WIDE
ADMINISTRATIVE SERVICES
APPLICATION UNIT
100 TREESTREET, 14TH FLOOR
NEW YORK, NY 10002

NOTICE OF EXAMINATION

REQUIRED INFORMATION

APPLICATION

PROMOTION TO LIEUTENANT (POLICE)

Exam No. 5535

WHEN TO APPLY: From: December 3, 2014
To: December 23, 2014

APPLICATION FEE: \$101.00

If you choose to pay the application fee with a credit/debit gift card, you will be charged a fee of 2.49% of the payment amount. This fee is non-refundable.

THE TEST DATE: The multiple-choice test is expected to be held on Saturday, April 18, 2015.

YOU ARE RESPONSIBLE FOR READING THIS NOTICE IN ITS ENTIRETY
BEFORE YOU SUBMIT YOUR APPLICATION.

WHAT THE JOB INVOLVES: Lieutenants in the Police Department, under general supervision of a higher ranking superior, supervise the day to day work of a platoon as a Platoon Commander; act as an Operations Coordinator, Special Operations Coordinator, Integrity Control Officer or in some other supervisory capacity in another unit, squad, bureau or office; evaluate the quality of subordinates' performance and review the evaluations made by first line supervisors; perform all additional functions prescribed for the rank by relevant laws, rules and procedures, and other orders or directives of the Police Department; perform special duties or assignments as directed by the Police Commissioner at his discretion. They make adjustments to and may conduct roll call; account for personnel and make personnel assignments; monitor and inspect subordinates; evaluate subordinates; and make recommendations regarding remedial actions; train and counsel subordinates; direct and coordinate the actions of subordinates at the scene of police emergencies; direct arrest processing and the detention of prisoners in holding cells; account for, safeguard and maintain department property; safeguard evidence and non-Police Department property; conduct investigations and coordinate searches; complete and review reports, forms and logs; make required notifications; and perform related work.

Lieutenants (Police) are required to work Saturdays, Sundays, holidays, nights and change tours or work overtime when ordered or permitted by the Collective Bargaining Agreement.

Some of the physical activities performed by Lieutenants (Police) and environmental conditions experienced are: working outdoors in all kinds of weather; walking and/or standing in an assigned area during a tour; driving or sitting in a patrol car during a tour while remaining alert; running after a fleeing suspect; climbing up stairs; carrying an injured adult with assistance; gripping persons to prevent escape; restraining a suspect by use of handcuffs; detecting odors such as those caused by smoke or gas leaks; engaging in hand to hand struggles to subdue a suspect resisting arrest; being physically active for prolonged periods of time; understanding verbal communication over the radio with background noise; reading and writing under low light conditions; carrying or wearing heavy equipment; and wearing a bullet-resistant vest.

(This is a brief description of what you might do in this position and does not include all the duties of this position.)

THE SALARY: The current minimum salary is \$102,091 per annum. This rate is subject to change.

HOW TO APPLY: If you believe you are eligible to take this examination, submit an application on the Online Application System (OASys) at www.nyc.gov/examforjobs. Follow the onscreen application instructions for electronically submitting your application and payment, and completing any required information. A unique and valid email address is required to file online. Several Internet service providers, including but not limited to Google, Yahoo!, AOL, Outlook.com, and mail.com offer free email addresses. All new OASys accounts require verification before a candidate can submit an application to ensure the accuracy of candidate information. Verification is instantaneous for most accounts, but some accounts may require up to 24 hours to be reviewed by a staff member and resolved. Email notification will be sent to those creating accounts that require additional documentation before they can be resolved. Please keep this information and the application period deadline in mind when creating your account. The following methods of payment are acceptable: major credit card, bank card associated with a bank account, a prepaid debit card with a credit card logo which you may purchase online or at various retail outlets. You may come to the DCAS Computer-based Testing and Applications Centers to file for this examination online and submit a money order payable to DCAS (Exam).

Exam No. 5535 - Page 2

The centers will be open Monday through Saturday from 9:00 AM to 5:00 PM:

Manhattan
2 Lafayette Street
17th Floor
New York, NY 10007

Brooklyn
210 Joralemon Street
4th Floor
Brooklyn, NY 11201

Special Circumstances Guide: This guide is located on the DCAS website at www.nyc.gov/html/dcas/downloads/pdf/nise_exam_special_circumstances.pdf. This guide gives important information about requesting an alternate test date because of religious observance or a special test accommodation for disability, claiming Veterans' or Legacy credit, and notifying DCAS of a change in your mailing address. Follow all instructions on the Special Circumstances Guide that pertain to you when you complete your "Application for Examination."

ELIGIBILITY TO TAKE EXAMINATION: This examination is open to each employee of the New York Police Department who on the date of the multiple-choice test:

- (1) holds a permanent (not provisional) competitive appointment or appears on a Preferred List (see Note, below) for the title of Sergeant (Police); and
- (2) is not otherwise ineligible.

(Note: A "Preferred List" is a civil service list which is only for certain former permanent incumbents of the eligible title who have rehiring rights.)

If you do not know if you are eligible, check with your agency's personnel office. You may be given the test before we verify your eligibility. You are responsible for determining whether or not you meet the eligibility requirements for this examination prior to submitting your application. If it is determined prior to the test date that you are not eligible to participate in this examination, you will not receive an Admission Notice to take the multiple-choice test, you will not be permitted into the test site, and your application fee will not be refunded.

ELIGIBILITY TO BE PROMOTED: To be eligible for promotion, you must have served permanently in the rank of Sergeant (Police) in any one or combination of the New York City Police, Transit Police or Housing Authority Police Departments for at least two years and have successfully completed the probationary period for Sergeant. Additionally, you must be permanently employed as a Sergeant or your name must appear on a Preferred List for Sergeant at the time of promotion.

Note: See "EFFECTS OF A BREAK IN SERVICE" section, below.

REQUIREMENTS TO BE PROMOTED:

Education Requirement: Eligibles must have attained ninety-six (96) college semester credits before promotion to the rank of Lieutenant (Police). The 96 college semester credits must have been earned as the result of satisfactory completion of course work at an accredited college or university. Eligibles are required to submit Official Transcripts to the Educational Tracking Unit, Police Academy, 235 East 20 Street, New York, N.Y. 10003 as soon as practicable. Only Official copies of transcripts will be utilized to determine whether a candidate has fulfilled the Education Requirement.

The college credits must have been earned as a result of satisfactory completion of course work at a college or university accredited by an accrediting body recognized by the U.S. Secretary of Education and the Council for Higher Education Accreditation ("CHEA") or, if credits have been earned at a foreign college, the credits must be evaluated by an approved Foreign Evaluation Service. This evaluation must be completed prior to the submission of the Official Transcript to the Educational Tracking Unit. An employee who has graduated from the Police Academy since 1974 may be able to earn college credits based upon his or her graduation from the Police Academy. These college credits can be used towards meeting this Education Requirement; however, these college credits can only be used towards meeting this Education Requirement if they are accepted and listed on an accredited college or university official transcript.

Drug Testing: All eligibles for promotion to this position will be required to submit to a drug test. This one time drug test may occur prior to promotion or after promotion during the probationary period. This drug test will be required in addition to any other drug testing conducted by the New York City Police Department, such as random drug testing.

Driver License Requirement: At the time you are promoted to this position, you must have a motor vehicle driver license valid in the State of New York with no restrictions that would preclude the performance of Lieutenant (Police) work. This license must be maintained for the duration of your employment.

Investigation: To be promoted, candidates must present to the Police Department all the official documents and proof required to qualify.

THE TEST: You will be given a multiple-choice test at a computer terminal or a paper and pencil test. You will be informed of the format on your Admission notice. You must achieve a score of at least 70% to pass the test. Ratings for seniority, departmental awards, and if applicable, Veterans' Preference Credit, will be added to the multiple-choice test scores of passing candidates only to determine final scores.

The multiple-choice test is designed to assess the extent to which candidates have certain abilities and technical knowledge determined to be important to the performance of the tasks of a Lieutenant (Police). Task areas to be tested are as follows:

Assign and Reassign Personnel: Reviewing roll call sheets and assigning personnel to posts or duties on a daily basis; assigning personnel to posts or duties on a daily basis; assigning personnel to posts or duties on a daily basis.

Exam No. 5535 - Page 3

Monitor and Inspect Subordinates: Monitoring and inspecting subordinates to determine if they are performing acceptably.

Train, Evaluate, Reward and Correct Subordinates: On-the-job training; evaluating work performance; counseling and discussing subordinates' problems; and administering or recommending formal or informal rewards or punishments, transfers or discretionary assignments. These tasks pertain to civilian and uniformed personnel.

Monitor Local Area Conditions and Department Information Sources: Monitoring and reviewing various information sources to stay abreast of issues and conditions which might affect command operations.

Direct Arrest and Detention Procedures: Directing, reviewing or monitoring subordinates' actions regarding the arrest, detention and proper treatment of prisoners/detainees.

Direct Activities During Incidents and Emergencies: Field investigation and supervision of response to complaints, incidents or emergencies.

Actions Needed to Ensure Integrity: The prevention, identification, detection or investigation of alleged police misconduct or corruption.

Safeguard Evidence and Non-Police Property: Safeguarding, storing, vouchering and accounting for evidence and non-police property.

Account for, Safeguard and Maintain Police Property: Ensuring that the command has proper equipment and supplies; as well as tracking, securing and maintaining police equipment and the police station.

Cooperate with Community Groups, the Public and Other Agencies: Answering questions, making referrals, making presentations and otherwise interacting with community groups, members of the public and other city agencies.

Make Required Notifications and Communicate Information: Making formal notifications as required by department regulations, as well as informal communications of information.

Prepare and Review Written Forms, Logs and Reports: Preparing or reviewing written forms, logs and reports, as well as department memos, directives and bulletins. The forms and reports may be captioned (fill-in-the-blank), written narrative, or a combination of both.

Plan and Administer Programs/Design Procedures: Planning, scheduling, administering and evaluating programs or procedures to increase productivity, reduce crime conditions, save money, make the command function smoother, solve administrative problems, etc.

The test may include questions which require mastery of technical knowledge based on such materials as the NYCPD Patrol Guide, Administrative Guide, Interim Orders, Legal Bureau Bulletins, New York State Penal Law, Criminal Procedure Law, Family Court Act, Vehicle & Traffic Laws (VTL), and Mayor's Executive Order No. 16 of 1978, as amended, and may address any of the following areas: Aided Cases; Accidents; Complaints; Summonses; Arrests; Prisoners; Property; Court and Agency Appearances; Patrol Supervision; Special Patrol Operations; Disciplinary Matters; Personnel Matters; Uniforms, Equipment and Department Property, in effect up to and including January 15, 2015.

The test may also include questions which require the use of any of the following abilities:

Analytical Thinking: Analyzing information and using logic to address specific work-related issues and problems; involves the identification of problems, not implementation of solutions. You may use this ability to identify trends and or patterns in activity.

Quantitative Analysis & Interpretation: Analyzing, interpreting and understanding the underlying principles and meaning of numerical data; recognizing inconsistencies and errors in reports containing numerical data. May involve making projections. You may use this ability when analyzing Complaint Reports or traffic related incidents to determine causes and patterns of complaints.

Judgement & Decision-Making: Reviewing information to develop and evaluate the relative costs and benefits of potential solutions to problems and choosing the most appropriate one; implementing a course of action determined by thinking analytically. You may use this ability when adjusting personnel toms to address crime, quality of life and traffic issues.

Planning and Organizing: Establishing a method of execution to accomplish a specific goal over an extended period of time; determining appropriate assignments and allocation of resources. You may use this ability when preparing precinct details for events such as parades or demonstrations.

Management of Material Resources: Obtaining and seeing to the appropriate use of equipment, facilities and materials needed to do certain work; managing the things needed to accomplish tasks. You may use this ability when obtaining specialized equipment to carry out operations.

Management of Personnel Resources: Motivating, developing and directing people as they work, identifying the best people for the job; managing employees needed to accomplish tasks. You may use this ability when selecting the most qualified personnel for units that handle special situations.

Monitoring: Assessing performance of oneself, other individuals or organizations to make improvements or take corrective action; overseeing the quality of performance. You may use this ability when gathering information to be used in the assessment of a subordinate.

Time Management: Managing one's own time and the time of others in order to promote effective use of work hours. You may use this ability when preparing information and data to be presented at a large scale meeting.

Persistence: Persisting in the face of obstacles until desired outcome is achieved, may modify goals if and when appropriate instead of giving up. You may use this ability when implementing procedures to confront spiking crime patterns.

Exam No. 5535 - Page 4

Stress Tolerance: Accepting criticism and dealing calmly and effectively with high stress situations. You may use this ability when placed in charge of large scale operations.

Active Listening: Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate and not interrupting at inappropriate times; requires interaction between speaker and listener. You may use this ability when addressing roll-call, speaking with precinct personnel or when conducting meetings.

Persuading & Influencing Others: Causing others to change or modify their opinions, views or behaviors using a variety of strategies. You may use this ability when meeting with local officials or during local council meetings.

Written Expression: Appropriately communicating information and ideas in written words and sentences so intended audience will understand. You may use this ability when completing documentation and reports.

Conflict Resolution: Negotiating with others to resolve grievances or conflicts and handle complaints by developing a constructive solution. You may use this ability when handling incidents involving off-duty members of the service.

Concern for Others: Acting in a manner sensitive to others' needs and feelings while being understanding and helpful on the job; showing consideration. You may use this ability when performing an assessment of a subordinate.

Coaching & Mentoring: Identifying the developmental needs of others and coaching, mentoring, or otherwise helping others to improve their knowledge or skills. You may use this ability when managing command units.

Teamwork: Developing mutual trust and cooperation while working together toward the accomplishment of a common goal or outcome. You may use this ability when coordinating a response across multiple agencies.

Integrity: Acting in an honest and ethical manner.

Dependability: Fulfilling obligations and acting in a reliable, responsible and dependable manner.

Achievement Effort: Establishing and maintaining personally challenging achievement goals and exerting effort toward mastering tasks to reach set goals.

Initiative and Independence: Displaying a willingness to take on additional responsibilities and challenges, while developing one's own way of doing things and guiding oneself with little or no supervision.

Attention to Detail: Being careful about detail and thorough in completing work tasks.

Self Control: Maintaining composure, keeping emotions in check, controlling anger and avoiding aggressive behavior, even in very difficult situations.

Updating & Using Relevant Knowledge: Keeping up-to-date technically and applying new knowledge to the job.

Certain questions may be answered on the basis of documents or other information supplied to candidates on the date of the multiple-choice test.

Warning: You are not permitted to enter the test site with cellular phones, beepers, pagers, cameras, portable media players, or other electronic devices. Calculators are permitted; however, they must be hand-held, battery or solar powered, numeric only. Calculators with function other than addition, subtraction, multiplication and division are prohibited. Electronic devices with an alphabetic keyboard or with word processing or data recording capabilities such as planners, organizers, etc. are prohibited. If you are found to be in possession of any of these devices, you may not receive your test results, your test score may be nullified, and your application fee will not be refunded.

You may not have any other person, including children, present with you while you are being processed for or taking the test, and no one may wait for you inside of the test site while you are taking the test.

Required Identification: You are required to bring one (1) form of valid (non-expired) signature and photo bearing identification to the test site. The name that was used to apply for the exam must match the first and last name on the photo ID. A list of acceptable identification documents is provided below. **If you do not have an acceptable ID, you may be denied testing.** Acceptable forms of identification (bring one) are as follows: State issued driver's license, State issued identification card, US Government issued Passport, US Government issued Military Identification Card, US Government issued Alien Registration Card, Employer ID with photo, or student ID with photo.

Leaving: You must leave the test site once you finish the test. If you leave the test site after being fingerprinted but before finishing the test, you will not be permitted to re-enter. If you disregard this instruction and re-enter the test site, you may not receive your test results, your test score may be nullified and your application fee will not be refunded.

SENIORITY AND DEPARTMENTAL AWARDS: Additional points for Seniority and Departmental Awards, and, if applicable, Veterans' Preference Credit, will be awarded only to candidates who pass the multiple-choice test.

Exam No. 5535 - Page 5

Method of computing seniority: Use the following chart to determine the credit for seniority in the permanent eligible title of Sergeant (Police) in any one or combination of the New York City Police, Transit Police or Housing Authority Police Departments, subject to the conditions listed below.

If Your Date of Permanent Appointment to Sergeant (Police) is:	You Will Receive:	If Your Date of Permanent Appointment to Lieutenant (Police) is:	You Will Receive:
01/19/15 or after	not eligible	01/19/10 - 04/13/10	2,560 points
01/19/15 - 04/13/15	0.120 points	10/19/09 - 01/13/10	2,632 points
10/19/14 - 01/13/15	0.242 points	07/19/09 - 10/13/09	2,804 points
07/19/14 - 10/13/14	0.364 points	04/19/09 - 07/13/09	2,926 points
04/19/14 - 07/13/14	0.436 points	01/19/09 - 04/13/09	3,048 points
01/19/14 - 04/13/14	0.608 points	10/19/08 - 01/13/09	3,170 points
10/19/13 - 01/13/14	0.730 points	07/19/08 - 10/13/08	3,292 points
07/19/13 - 10/13/13	0.852 points	04/19/08 - 07/13/08	3,414 points
04/19/13 - 07/13/13	0.974 points	01/19/08 - 04/13/08	3,536 points
01/19/13 - 04/13/13	1.096 points	10/19/07 - 01/13/08	3,658 points
10/19/12 - 01/13/13	1.218 points	07/19/07 - 10/13/07	3,780 points
07/19/12 - 10/13/12	1.340 points	04/19/07 - 07/13/07	3,902 points
04/19/12 - 07/13/12	1.462 points	01/19/07 - 04/13/07	4,024 points
01/19/12 - 04/13/12	1.584 points	10/19/06 - 01/13/07	4,146 points
10/19/11 - 01/13/12	1.706 points	07/19/06 - 10/13/06	4,268 points
07/19/11 - 10/13/11	1.828 points	04/19/06 - 07/13/06	4,390 points
04/19/11 - 07/13/11	1.950 points	01/19/06 - 04/13/06	4,512 points
01/19/11 - 04/13/11	2.072 points	10/19/05 - 01/13/06	4,634 points
10/19/10 - 01/13/11	2.194 points	07/19/05 - 10/13/05	4,756 points
07/19/10 - 10/13/10	2.316 points	04/19/05 - 07/13/05	4,878 points
04/19/10 - 07/13/10	2.438 points	01/13/05 or earlier	5,000 points

Conditions: Service in titles other than Sergeant (Police) in any one or combination of the New York City Police, Transit Police or Housing Authority Police Departments will not be given seniority credit, except as provided by law. No additional credit will be given for more than the actual amount of service an eligible has, except as provided by Section 245 of the State Military Law. Any person who, pursuant to Court Order or otherwise, has been accorded retroactive seniority by the Department of Citywide Administrative Services in the title of Sergeant (Police) in any one or combination of the New York City Police, Transit Police or Housing Authority Police Departments shall be given appropriate credit.

Note: See "EFFECTS OF A BREAK IN SERVICE" section below.

Departmental Awards: Use the following chart to determine the points credited for departmental awards.

For Each Award:	Add the Following:
Honorable Mention*	0.156 points
Exceptional Merit	0.125 points
Commendation	0.094 points
Meritorious Police Duty	0.063 points
Excellent Police Duty	0.031 points
Annual Physical Fitness Incentive Program	maximum of 0.500 per year to a maximum of 2.500
Department Medal of Honor	0.375 points
Police Combat Cross	0.219 points
Medal for Valor (Merit)	0.148 points

*The following additional point, beyond those awarded for Honorable Mention will be applied if the member has also been awarded any of the following medals for the same act, otherwise, the member will receive the points as indicated above.

Department Medal of Honor	0.219 points
Police Combat Cross	0.063 points
Medal for Valor (Merit)	0.032 points

Terms and Conditions Governing Credit for Departmental Awards:

- Credit shall not be given for Excellent Police Duty awarded in connection with the Police Department's Blood Bank Program.
- Credit for the Annual Physical Fitness Incentive Program will be awarded at two-tenths (0.200) of one point for successful completion of the cardiovascular component. One-third (0.300) of one point will be awarded for successful completion of the Job Standard Test (JST), which consists of six components (barrier surmount, stair climb, physical restraint simulation, pursuit run, victim rescue, and trigger pull). The cardiovascular component must be successfully completed before candidates may participate in the Job Standard Test. A maximum of one-half (0.500) point per year earned may be applied toward the exam, to a total of 2.500 points. Consult the current Personnel Bureau Memo for further details of the program.
- Credit for awards is granted in one successful examination only, i.e., an examination in which the participating candidate attains a place on the eligible list and from which list he/she is subsequently promoted and passes probation. Credit for an award will not be split between two promotion exams. If a candidate previously reached the maximum on seniority and departmental awards for other promotion exams by using less than the full value of an award, the remainder of the value of the award will not be granted on this examination.
- Credit for awards must be used by the candidate at the earliest opportunity, i.e., in the first successful examination following acquisition and recognition of the award. Credit for awards will be granted in date order, i.e., oldest awards will be credited first, with the exception of the Annual Physical Fitness Incentive Program, which will be granted first.
- Only departmental awards granted on or before the date of the written test will be credited. No credit will be given for the Annual Physical Fitness Incentive Program granted in conjunction with an earlier

Exam No. 5535 - Page 6

- f. Credit for awards earned while employed by the New York City Transit Police Department or New York City Housing Authority Police Department will be granted to eligible candidates in compliance with NYCPD Operations Order No. 94 dated 7/27/93.
- g. The maximum total credit attainable on Seniority and Departmental Awards is 3,751 points. Credit for seniority will be granted before granting credit for awards. This will allow maximum use of awards. Any additional credit earned for awards beyond the maximum may be granted in a subsequent promotion examination, except for awards given partial credit as indicated in "e" above.

EFFECTS OF A BREAK IN SERVICE: The period of a break in service will not be credited toward eligibility to be promoted or in the computation of seniority credits. Additionally, any time served prior to a break in service of more than one year will not be credited for these purposes.

ADMISSION NOTICE: You should receive an Admission Notice in the mail about 10 days before the date of the test. If you do not receive an Admission Notice at least 4 days before of the test, you must go to the Exam Support Group, 1 Centre Street, 14th Floor, Manhattan, to obtain a duplicate notice, which you will receive unless there was a determination that you are not eligible to participate in the examination. Test site assignments will take your address into consideration, but proximity cannot be guaranteed.

THE TEST RESULTS: If you pass the multiple choice test and are marked eligible, your name will be placed in final score order on an eligible list and you will be given a list number. You will be notified by mail of your test results. If you meet all requirements and conditions, you will be considered for promotion when your name is reached on the eligible list.

CHANGE OF MAILING AND/OR EMAIL ADDRESS: It is critical that you promptly notify DCAS of any change to your mailing address and/or email address. You may miss important information about your exam(s) or consideration for appointment, including important information that may require a response by a specified deadline, if we do not have your correct mailing and/or email address. Change of mailing and/or email address requests submitted to your Agency or to the United States Postal Service will NOT update your records with DCAS. To update your mailing and/or email address with DCAS, you must submit a change request by mail or in person. Your request must include your full name, social security number, exam title(s), exam number(s), old mailing and/or email address, and your new mailing and/or email address. Your request can be mailed to DCAS Records Room, 1 Centre Street, 14th Floor, New York, NY 10007 or brought in person to the same address Monday through Friday from 9AM to 5PM.

ADDITIONAL INFORMATION:

Probationary Period: The probationary period for Lieutenants (Police) promoted as a result of this examination is twelve (12) months. However, the probationary period may be extended for an additional six (6) months pursuant to the Personnel Rules and Regulations of the City of New York.

SPECIAL ARRANGEMENTS:

Late Filing: Consult your agency's personnel office to determine the procedure for filing a late application if you meet one or more of the following conditions:

- (1) You are absent from work for at least one-half of the application period and cannot apply for reasons such as vacation, sick leave or military duty; or
- (2) You become eligible after the above application period but on or before the date of the multiple-choice test.

Make-up Test: You may apply for a make-up test if you cannot take the test for any of the following reasons:

- (1) compulsory attendance before a public body;
- (2) on-the-job injury or illness caused by municipal employment where you are an officer or employee of the City;
- (3) absence for one week following the death of a spouse, domestic partner, parent, sibling, child or child of a domestic partner where you are an officer or employee of the City;
- (4) absence due to ordered military duty;
- (5) a clear error for which the Department of Citywide Administrative Services or the examining agency is responsible; or
- (6) a temporary disability, pregnancy-related, or child-birth-related condition preventing you from taking the test.

To request a make-up test, contact the Exam Support Group in person or by mail at 1 Centre Street, 14th Floor, New York, NY 10007, as soon as possible and provide documentation of the special circumstances that caused you to miss your test.

PENALTY FOR MISREPRESENTATION: Any intentional misrepresentation on the application or examination may result in disqualification, even after promotion, and may result in criminal prosecution.

Exhibit B

NYPD Investigates Whether Some Sergeants Cheated on Promotions Exam

By Dean Meminger

Wednesday, March 9, 2016 at 10:54 PM EST

NYPD Says It's Meeting With Department of Citywide Administrative Services to Investigate Claims That Some of Its Sergeants Cheated on Promotions Exam

03/11/2016 01:31 AM

The NYPD is investigating whether some of its own sergeants cheated on a promotions exam. One upset officer spoke with NY1's Dean Meminger.

Police sergeants are up in arms, saying some of their colleagues cheated when taking the promotions exam to move up to lieutenant.

Sergeant: I believe there were plenty of cheaters on that exam.

Meminger: And what do you feel about that?

Sergeant: I feel terrible. I feel cheated myself.

The cheating allegedly occurred on a make-up test last year. Sergeants say many who took the makeup knew the answers because an answer key had been posted online by someone who apparently had taken the exam earlier in the year.

One sergeant who failed the test spoke to NY1, asking to remain anonymous. The sergeant says some officers skipped the first exam, knowing the makeup would have the same questions.

"Many people, they know the game," the sergeant said. "If they call out sick or if they, what we call line of duty, they get injured on the job prior to the exam, that is their excuse for taking a make-up exam."

Twenty-four-hundred sergeants took the first exam given by DCAS, the Department of Citywide Administrative Services, and 164 passed, about 6.8 percent. But of the 80 sergeants who took the makeup, 48 percent passed.

The Internal Affairs Bureau has begun investigating. The NYPD says it is aware of issues that have been raised concerning the 2015 lieutenant promotional make-up exam. The Department says it is reviewing those issues with DCAS.

The cheating is one of several alleged problems. Some sergeants have discussed suing the city, saying several exam questions were not relevant to being a lieutenant. They want a review board to look at the exam's fairness.

"Because I'll tell you, Dean, there were questions that had no answers, multiple answers or wasn't even given to me to study for," the sergeant said.

A high-ranking police official says that this an extremely unusual situation and that changes must be made, including moving the test day from Saturdays, when some officers say they have military duty or observe the Sabbath. Officials believe such a change would reduce the numbers taking the makeup

Available at:

<http://www.ny1.com/nyc/all-boroughs/criminal-justice/2016/03/9/nypd-investigates-whether-some-sergeants-cheated-on-promotions-exam.html>

Exhibit C

risingstarpromotion.activeboard.com

risingstarpromotion.activeboard.com

protests

Start A New Topic Reply

Write in protests

1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 100 101 102 103 104 105 106 107 108 109 110 111 112 113 114 115 116 117 118 119 120 121 122 123 124 125 126 127 128 129 130 131 132 133 134 135 136 137 138 139 140 141 142 143 144 145 146 147 148 149 150 151 152 153 154 155 156 157 158 159 160 161 162 163 164 165 166 167 168 169 170 171 172 173 174 175 176 177 178 179 180 181 182 183 184 185 186 187 188 189 190 191 192 193 194 195 196 197 198 199 200 201 202 203 204 205 206 207 208 209 210 211 212 213 214 215 216 217 218 219 220 221 222 223 224 225 226 227 228 229 230 231 232 233 234 235 236 237 238 239 240 241 242 243 244 245 246 247 248 249 250 251 252 253 254 255 256 257 258 259 260 261 262 263 264 265 266 267 268 269 270 271 272 273 274 275 276 277 278 279 280 281 282 283 284 285 286 287 288 289 290 291 292 293 294 295 296 297 298 299 300 301 302 303 304 305 306 307 308 309 310 311 312 313 314 315 316 317 318 319 320 321 322 323 324 325 326 327 328 329 330 331 332 333 334 335 336 337 338 339 340 341 342 343 344 345 346 347 348 349 350 351 352 353 354 355 356 357 358 359 360 361 362 363 364 365 366 367 368 369 370 371 372 373 374 375 376 377 378 379 380 381 382 383 384 385 386 387 388 389 390 391 392 393 394 395 396 397 398 399 400 401 402 403 404 405 406 407 408 409 410 411 412 413 414 415 416 417 418 419 420 421 422 423 424 425 426 427 428 429 430 431 432 433 434 435 436 437 438 439 440 441 442 443 444 445 446 447 448 449 450 451 452 453 454 455 456 457 458 459 460 461 462 463 464 465 466 467 468 469 470 471 472 473 474 475 476 477 478 479 480 481 482 483 484 485 486 487 488 489 490 491 492 493 494 495 496 497 498 499 500 501 502 503 504 505 506 507 508 509 510 511 512 513 514 515 516 517 518 519 520 521 522 523 524 525 526 527 528 529 530 531 532 533 534 535 536 537 538 539 540 541 542 543 544 545 546 547 548 549 550 551 552 553 554 555 556 557 558 559 560 561 562 563 564 565 566 567 568 569 570 571 572 573 574 575 576 577 578 579 580 581 582 583 584 585 586 587 588 589 590 591 592 593 594 595 596 597 598 599 600 601 602 603 604 605 606 607 608 609 610 611 612 613 614 615 616 617 618 619 620 621 622 623 624 625 626 627 628 629 630 631 632 633 634 635 636 637 638 639 640 641 642 643 644 645 646 647 648 649 650 651 652 653 654 655 656 657 658 659 660 661 662 663 664 665 666 667 668 669 670 671 672 673 674 675 676 677 678 679 680 681 682 683 684 685 686 687 688 689 690 691 692 693 694 695 696 697 698 699 700 701 702 703 704 705 706 707 708 709 710 711 712 713 714 715 716 717 718 719 720 721 722 723 724 725 726 727 728 729 730 731 732 733 734 735 736 737 738 739 740 741 742 743 744 745 746 747 748 749 750 751 752 753 754 755 756 757 758 759 760 761 762 763 764 765 766 767 768 769 770 771 772 773 774 775 776 777 778 779 780 781 782 783 784 785 786 787 788 789 790 791 792 793 794 795 796 797 798 799 800 801 802 803 804 805 806 807 808 809 810 811 812 813 814 815 816 817 818 819 820 821 822 823 824 825 826 827 828 829 830 831 832 833 834 835 836 837 838 839 840 841 842 843 844 845 846 847 848 849 850 851 852 853 854 855 856 857 858 859 860 861 862 863 864 865 866 867 868 869 870 871 872 873 874 875 876 877 878 879 880 881 882 883 884 885 886 887 888 889 890 891 892 893 894 895 896 897 898 899 900 901 902 903 904 905 906 907 908 909 910 911 912 913 914 915 916 917 918 919 920 921 922 923 924 925 926 927 928 929 930 931 932 933 934 935 936 937 938 939 940 941 942 943 944 945 946 947 948 949 950 951 952 953 954 955 956 957 958 959 960 961 962 963 964 965 966 967 968 969 970 971 972 973 974 975 976 977 978 979 980 981 982 983 984 985 986 987 988 989 990 991 992 993 994 995 996 997 998 999 1000 1001 1002 1003 1004 1005 1006 1007 1008 1009 1010 1011 1012 1013 1014 1015 1016 1017 1018 1019 1020 1021 1022 1023 1024 1025 1026 1027 1028 1029 1030 1031 1032 1033 1034 1035 1036 1037 1038 1039 1040 1041 1042 1043 1044 1045 1046 1047 1048 1049 1050 1051 1052 1053 1054 1055 1056 1057 1058 1059 1060 1061 1062 1063 1064 1065 1066 1067 1068 1069 1070 1071 1072 1073 1074 1075 1076 1077 1078 1079 1080 1081 1082 1083 1084 1085 1086 1087 1088 1089 1090 1091 1092 1093 1094 1095 1096 1097 1098 1099 1100 1101 1102 1103 1104 1105 1106 1107 1108 1109 1110 1111 1112 1113 1114 1115 1116 1117 1118 1119 1120 1121 1122 1123 1124 1125 1126 1127 1128 1129 1130 1131 1132 1133 1134 1135 1136 1137 1138 1139 1140 1141 1142 1143 1144 1145 1146 1147 1148 1149 1150 1151 1152 1153 1154 1155 1156 1157 1158 1159 1160 1161 1162 1163 1164 1165 1166 1167 1168 1169 1170 1171 1172 1173 1174 1175 1176 1177 1178 1179 1180 1181 1182 1183 1184 1185 1186 1187 1188 1189 1190 1191 1192 1193 1194 1195 1196 1197 1198 1199 1200 1201 1202 1203 1204 1205 1206 1207 1208 1209 1210 1211 1212 1213 1214 1215 1216 1217 1218 1219 1220 1221 1222 1223 1224 1225 1226 1227 1228 1229 1230 1231 1232 1233 1234 1235 1236 1237 1238 1239 1240 1241 1242 1243 1244 1245 1246 1247 1248 1249 1250 1251 1252 1253 1254 1255 1256 1257 1258 1259 1260 1261 1262 1263 1264 1265 1266 1267 1268 1269 1270 1271 1272 1273 1274 1275 1276 1277 1278 1279 1280 1281 1282 1283 1284 1285 1286 1287 1288 1289 1290 1291 1292 1293 1294 1295 1296 1297 1298 1299 1300 1301 1302 1303 1304 1305 1306 1307 1308 1309 1310 1311 1312 1313 1314 1315 1316 1317 1318 1319 1320 1321 1322 1323 1324 1325 1326 1327 1328 1329 1330 1331 1332 1333 1334 1335 1336 1337 1338 1339 1340 1341 1342 1343 1344 1345 1346 1347 1348 1349 1350 1351 1352 1353 1354 1355 1356 1357 1358 1359 1360 1361 1362 1363 1364 1365 1366 1367 1368 1369 1370 1371 1372 1373 1374 1375 1376 1377 1378 1379 1380 1381 1382 1383 1384 1385 1386 1387 1388 1389 1390 1391 1392 1393 1394 1395 1396 1397 1398 1399 1400 1401 1402 1403 1404 1405 1406 1407 1408 1409 1410 1411 1412 1413 1414 1415 1416 1417 1418 1419 1420 1421 1422 1423 1424 1425 1426 1427 1428 1429 1430 1431 1432 1433 1434 1435 1436 1437 1438 1439 1440 1441 1442 1443 1444 1445 1446 1447 1448 1449 1450 1451 1452 1453 1454 1455 1456 1457 1458 1459 1460 1461 1462 1463 1464 1465 1466 1467 1468 1469 1470 1471 1472 1473 1474 1475 1476 1477 1478 1479 1480 1481 1482 1483 1484 1485 1486 1487 1488 1489 1490 1491 1492 1493 1494 1495 1496 1497 1498 1499 1500 1501 1502 1503 1504 1505 1506 1507 1508 1509 1510 1511 1512 1513 1514 1515 1516 1517 1518 1519 1520 1521 1522 1523 1524 1525 1526 1527 1528 1529 1530 1531 1532 1533 1534 1535 1536 1537 1538 1539 1540 1541 1542 1543 1544 1545 1546 1547 1548 1549 1550 1551 1552 1553 1554 1555 1556 1557 1558 1559 1560 1561 1562 1563 1564 1565 1566 1567 1568 1569 1570 1571 1572 1573 1574 1575 1576 1577 1578 1579 1580 1581 1582 1583 1584 1585 1586 1587 1588 1589 1590 1591 1592 1593 1594 1595 1596 1597 1598 1599 1600 1601 1602 1603 1604 1605 1606 1607 1608 1609 1610 1611 1612 1613 1614 1615 1616 1617 1618 1619 1620 1621 1622 1623 1624 1625 1626 1627 1628 1629 1630 1631 1632 1633 1634 1635 1636 1637 1638 1639 1640 1641 1642 1643 1644 1645 1646 1647 1648 1649 1650 1651 1652 1653 1654 1655 1656 1657 1658 1659 1660 1661 1662 1663 1664 1665 1666 1667 1668 1669 1670 1671 1672 1673 1674 1675 1676 1677 1678 1679 1680 1681 1682 1683 1684 1685 1686 1687 1688 1689 1690 1691 1692 1693 1694 1695 1696 1697 1698 1699 1700 1701 1702 1703 1704 1705 1706 1707 1708 1709 1710 1711 1712 1713 1714 1715 1716 1717 1718 1719 1720 1721 1722 1723 1724 1725 1726 1727 1728 1729 1730 1731 1732 1733 1734 1735 1736 1737 1738 1739 1740 1741 1742 1743 1744 1745 1746 1747 1748 1749 1750 1751 1752 1753 1754 1755 1756 1757 1758 1759 1760 1761 1762 1763 1764 1765 1766 1767 1768 1769 1770 1771 1772 1773 1774 1775 1776 1777 1778 1779 1780 1781 1782 1783 1784 1785 1786 1787 1788 1789 1790 1791 1792 1793 1794 1795 1796 1797 1798 1799 1800 1801 1802 1803 1804 1805 1806 1807 1808 1809 1810 1811 1812 1813 1814 1815 1816 1817 1818 1819 1820 1821 1822 1823 1824 1825 1826 1827 1828 1829 1830 1831 1832 1833 1834 1835 1836 1837 1838 1839 1840 1841 1842 1843 1844 1845 1846 1847 1848 1849 1850 1851 1852 1853 1854 1855 1856 1857 1858 1859 1860 1861 1862 1863 1864 1865 1866 1867 1868 1869 1870 1871 1872 1873 1874 1875 1876 1877 1878 1879 1880 1881 1882 1883 1884 1885 1886 1887 1888 1889 1890 1891 1892 1893 1894 1895 1896 1897 1898 1899 1900 1901 1902 1903 1904 1905 1906 1907 1908 1909 1910 1911 1912 1913 1914 1915 1916 1917 1918 1919 1920 1921 1922 1923 1924 1925 1926 1927 1928 1929 1930 1931 1932 1933 1934 1935 1936 1937 1938 1939 1940 1941 1942 1943 1944 1945 1946 1947 1948 1949 1950 1951 1952 1953 1954 1955 1956 1957 1958 1959 1960 1961 1962 1963 1964 1965 1966 1967 1968 1969 1970 1971 1972 1973 1974 1975 1976 1977 1978 1979 1980 1981 1982 1983 1984 1985 1986 1987 1988 1989 1990 1991 1992 1993 1994 1995 1996 1997 1998 1999 2000 2001 2002 2003 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 2024 2025 2026 2027 2028 2029 2030 2031 2032 2033 2034 2035 2036 2037 2038 2039 2040 2041 2042 2043 2044 2045 2046 2047 2048 2049 2050 2051 2052 2053 2054 2055 2056 2057 2058 2059 2060 2061 2062 2063 2064 2065 2066 2067 2068 2069 2070 2071 2072 2073 2074 2075 2076 2077 2078 2079 2080 2081 2082 2083 2084 2085 2086 2087 2088 2089 2090 2091 2092 2093 2094 2095 2096 2097 2098 2099 2100 2101 2102 2103 2104 2105 2106 2107 2108 2109 2110 2111 2112 2113 2114 2115 2116 2117 2118 2119 2120 2121 2122 2123 2124 2125 2126 2127 2128 2129 2130 2131 2132 2133 2134 2135 2136 2137 2138 2139 2140 2141 2142 2143 2144 2145 2146 2147 2148 2149 2150 2151 2152 2153 2154 2155 2156 2157 2158 2159 2160 2161 2162 2163 2164 2165 2166 2167 2168 2169 2170 2171 2172 2173 2174 2175 2176 2177 2178 2179 2180 2181 2182 2183 2184 2185 2186 2187 2188 2189 2190 2191 2192 2193 2194 2195 2196 2197 2198 2199 2200 2201 2202 2203 2204 2205 2206 2207 2208 2209 2210 2211 2212 2213 2214 2215 2216 2217 2218 2219 2220 2221 2222 2223 2224 2225 2226 2227 2228 2229 2230 2231 2232 2233 2234 2235 2236 2237 2238 2239 2240 2241 2242 2243 2244 2245 2246 2247 2248 2249 2250 2251 2252 2253 2254 2255 2256 2257 2258 2259 2260 2261 2262 2263 2264 2265 2266 2267 2268 2269 2270 2271 2272 2273 2274 2275 2276 2277 2278 2279 2280 2281 2282 2283 2284 2285 2286 2287 2288 2289 2290 2291 2292 2293 2294 2295 2296 2297 2298 2299 2300 2301 2302 2303 2304 2305 2306 2307 2308 2309 2310 2311 2312 2313 2314 2315 2316 2317 2318 2319 2320 2321 2322 2323 2324 2325 2326 2327 2328 2329 2330 2331 2332 2333 2334 2335 2336 2337 2338 2339 2340 2341 2342 2343 2344 2345 2346 2347 2348 2349 2350 2351 2352 2353 2354 2355 2356 2357 2358 2359 2360 2361 2362 2363 2364 2365 2366 2367 2368 2369 2370 2371 2372 2373 2374 2375 2376 2377 2378 2379 2380 2381 2382 2383 2384 2385 2386 2387 2388 2389 2390 2391 2392 2393 2394 2395 2396 2397 2398 2399 2400 2401 2402 2403 2404 2405 2406 2407 2408 2409 2410 2411 2412 2413 2414 2415 2416 2417 2418 2419 2420 2421 2422 2423 2424 2425 2426 2427 2428 2429 2430 2431 2432 2433 2434 2435 2436 2437 2438 2439 2440 2441 2442 2443 2444 2445 2446 2447 2448 2449 2450 2451 2452 2453 2454 2455 2456 2457 2458 2459 2460 2461 2462 2463 2464 2465 2466 2467 2468 2469 2470 2471 2472 2473 2474 2475 2476 2477 2478 2479 2480 2481 2482 2483 2484 2485 2486 2487 2488 2489 2490 2491 2492 2493 2494 2495 2496 2497 2498 2499 2500 2501 2502 2503 2504 2505 2506 2507 2508 2509 2510 2511 2512 2513 2514 2515 2516 2517 2518 2519 2520 2521 2522 2523 2524 2525 2526 2527 2528 2529 2530 2531 2532 2533 2534 2535 2536 2537 2538 2539 2540 2541 2542 2543 2544 2545 2546 2547 2548 2549 2550 2551 2552 2553 2554 2555 2556 2557 2558 2559 2560 2561 2562 2563 2564 2565 2566 2567 2568 2569 2570 2571 2572 2573 2574 2575 2576 2577 2578 2579 2580 2581 2582 2583 2584 2585 2586 2587 2588 2589 2590 2591 2592 2593 2594 2595 2596 2597 2598 2599 2600 2601 2602 2603 2604 2605 2606 2607 2608 2609 2610 2611 2612 2613 2614 2615 2616 2617 2618 2619 2620 2621 2622 2623 2624 2625 2626 2627 2628 2629 2630 2

Exhibit D

Sprint 3G

9:01

76%

risingstarpromotion.activeboard.com

California Administrative
Services**PROPOSED ANSWER KEY**

Promotion to Lieutenant (Police), Exam No. 8535

Saturday, April 18, 2015

1	A	B
2	B	C
3	C	D
4	D	A
5	A	B
6	B	C
7	C	D
8	D	A
9	A	B
10	B	C
11	C	D
12	D	A
13	A	B
14	B	C
15	C	D
16	D	A
17	A	B
18	B	C
19	C	D
20	D	A
21	A	B
22	B	C
23	C	D
24	D	A
25	A	B
26	B	C
27	C	D
28	D	A
29	A	B
30	B	C
31	C	D
32	D	A
33	A	B
34	B	C
35	C	D
36	D	A
37	A	B
38	B	C
39	C	D
40	D	A
41	A	B
42	B	C
43	C	D
44	D	A
45	A	B
46	B	C
47	C	D
48	D	A
49	A	B
50	B	C
51	C	D
52	D	A
53	A	B
54	B	C
55	C	D
56	D	A
57	A	B
58	B	C
59	C	D
60	D	A
61	A	B
62	B	C
63	C	D
64	D	A
65	A	B
66	B	C
67	C	D
68	D	A
69	A	B
70	B	C
71	C	D
72	D	A
73	A	B
74	B	C
75	C	D
76	D	A
77	A	B
78	B	C
79	C	D
80	D	A
81	A	B
82	B	C
83	C	D
84	D	A
85	A	B
86	B	C
87	C	D
88	D	A
89	A	B
90	B	C
91	C	D
92	D	A
93	A	B
94	B	C
95	C	D
96	D	A
97	A	B
98	B	C
99	C	D
100	D	A